

Missouri Board of Geologist Registration

Volume 5, Issue 2 September 2005

Governor

The Honorable Matt Blunt

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Division of Professional RegistrationAlison Craighead, Director

Missouri Board of Geologist Registration

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This is an official publication of the Division of Professional Registration. Submit articles to: Missouri Board of Geologist Registration, P.O. Box 1335, Jefferson City, MO 65102.

Comments from the Chair

Greetings! First off I want to offer a warm welcome to our newest Board member, John L. Bognar, RG, Hydrogeologist from St. Louis, MO. John Bognar, RG replaces John Howard, RG, Hydrogeologist from St. Louis, MO. I would like to offer a personal thank you to John Howard



Guy Gilbert

who has served as past Chairman and for his many years of hard work and diligence on the Missouri Board of Geologist Registration.

Other news, earlier this year the Board held a Strategic Planning session as part of its quarterly meeting in February. Strategic elements developed during these sessions will be incorporated into future Board activities.

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Comments from the Chair (Continued)

Regarding the survey question in the last newsletter: "Should there be a Continuing Education requirement for Geologist re-registration?" We received responses from 33 of approximately 772 Registered Geologists in Missouri. That is better then a 4% response rate, not bad, given that respondents were required to mail or fax the survey forms back to the Board. As I have noted over the years geologists tend to be a rather vocal group whether providing comments about the registration examinations or surveys. When offered the opportunity to provide additional comment geologists often do so. This bears out in the survey results as follows:

9 responded NO, without comment. 17 responded NO, with comment. 7 responded YES, all with comments

The NO comments ranged from statements such as 'bad idea' to very well articulated discussions noting that geologist are professionals and do as a matter of professionalism stay current with the science in their area of expertise. Other comments weighed heavily on the diversity of the various activities that geologists are involved in and noted that providing Board Approved continuing education for such a broad spectrum of knowledge would be nearly impossible. Other reasons for opposition cited increased bureaucratic burden and that as a matter of other certifications or simply as part of the work place environment they already receive continuing education on an ongoing basis.

So with such an over resounding NO response, why does the Board keep the subject of continuing education on the table? Because some of the Board members believe the issue is of merit requiring additional examination and discussion.

The YES respondents to continuing education provide insight and equally compelling reasons for a continuing education requirement. It was noted that professionalism of the licensed members of the profession can be demonstrated by a requirement of continuing education and should be an important aspect of professional licensure. It has been noted that for those licensees that no longer or rarely practice geology a continuing education requirement provides, at least, a minimum standard for currency in the profession. Others sited the states of Texas and South Carolina as examples of model continuing education programs.

In conclusion, whatever the course the Board decides to take at this current juncture regarding continuing education I would like to express our hardy THANK YOU for all of your input, insights and recommendations. This has been beneficial.

2005 ASBOG Task Analysis Study (TAS) By Lisa Hosey RG, Board Member

The content or subject matter tested on licensing examinations is often determined through formal research studies. Several terms describe these studies, including task analysis, job analysis and role delineation. A major objective of these studies is to identify the tasks/activities performed by a profession and the knowledge necessary to perform these tasks. The task analysis results are used to create test blueprints specifications, content outlines) that isolate those professional activities that impact public protection. The test blueprints determine the content of the examinations until there is a need to update the research to keep abreast of advances made in the profession.

ASBOG conducted the present study to update the content and scope of the Fundamentals of Geology (FG) and the practice of Geology (PG) Examinations. The present task analysis study builds on earlier task analysis studies completed in 1995 and 2000.

The 2005 TAS Committee conducted three meetings which included:

New Orleans, Louisiana - January 16 & 17, 2004 Columbia, South Carolina - April 1, 2004 Boise, Idaho - November 2, 2004

During these meetings, the 2005 TAS members (serving as Subject Matter Experts) accomplished several major objectives which included:

- 1) Reviewed the task statements from the Task Analysis completed in 2000
- 2) Developed and refined Task Analysis 2005 task statements to reflect advances within the geological profession
- 3) Constructed the Task Analysis 2005 Questionnaire
- 4) Reviewed the Task Analysis 2005 Questionnaire results to define the content of the FG and PG Examinations

A total of 7,270 questionnaires were mailed (with USA total=5,600 and Canada total=1,670). In addition, 500 questionnaires were mailed to randomly selected academicians from the American Geological Institute Directory. Approximately 50% of the questionnaires were completed and returned in the USA and approximately 41% were completed and returned from Canada. 18% of the academia questionnaires were completed and returned. The high return rates increase the likelihood that the respondents represent professional geologists and geoscientists across the USA and Canada.

The Task Analysis 2005 Questionnaire contained two rating scales, importance and time spent, regarding Task Statements.

Top 10 Highest Ratings for USA (Importance Scale) as contained on the Task Analysis 2005 Questionnaire were:

- Manage, protect, or remediate soils, surface water or groundwater resourses
- 2) Plan and conduct hydrogeological, geochemical and environmental investigations
- 3) Prepare and interpret logs, cross-sections, maps, and other graphics from field investigations
- 4) Plan and conduct field operations including human and ecological health, safety and regulatory considerations
- 5) Select, construct and interpret maps, cross-sections, and other data for field investigations
- Design groundwater monitoring, observation, extraction, production, or injection wells
- 7) Characterize water quality and evaluate chemical fate and transport
- 8) Define and characterize saturated and vadose zone flow systems
- 9) Characterize and determine hydraulic properties
- 10) Develop and utilize Quality Assurance/Quality Control (QA/QC) procedures

Based on the results of the questionnaire, the TAS workshop developed the FG and PG Test Blueprints. To determine the relative weight and therefore the number of questions necessary for each task in the examinations, the following formula was use:

Task Weight = Time Spent x (importance Mean) Squared

Continued on Page 7

Know Your Board Members



Guy Gilbert - Chairperson Engineering Geologist Jefferson City, MO Term Expires: 4/11/06



Joseph Gulino - Vice Chairperson Hartsburg, MO Term Expires: 4/11/08



Lisa Hosey - Secretary Environmental Geologist Fenton, MO Term Expires: 4/11/04



Mimi Garstang - Ex-officio State Geologist Rolla, MO

John Bognar - Member Hydrogeologist Saint Louis, MO Term Expires: 4/11/07



Cynthia Brookshire -Member Geologist-State Employee Springfield, MO Term Expires: 4/11/04

Vacant -Member

Vacant - Public Member

RECENT BOARD ACTIVITIES

February 17-18, 2005

- Approved 17 (seventeen) individuals for RG licensure
- Approved 1 (one) individual for GRIT licensure
- Conducted 1 (one) educational review
- Discussed the use of Geologist versus Registered Geologist as legal/official title.
 - The Board issued the decision that statute 256.456.3 prohibits anyone not registered by the board from using the designation of "registered geologist". According to statute 256.456 no one shall engage in the practice of geology affecting public health, safety, and welfare unless the work is performed by or under the supervision of a "registered geologist".
- Discussed the survey for licensees to complete in order to gain input from them regarding the development of a CEU requirement for Registered Geologists. The results of the survey will be reviewed at the June 1, 2005 meeting.
- Discussed the development of a Missouri specific reciprocity examination to be administered to individuals who are licensed in another state but wish to obtain licensure in Missouri by reciprocity.
- Initiated a strategic plan for this coming year and future years as well. Goals and objectives were identified.
- Discussed what the Registered Geologists renewal fees are applied to:
 - A. Rent for central office space and warehouse space rent
 - B. Computer equipment and support services
 - C. CRR staff for time spent processing renewals, incoming fees received and incoming mail received
 - D. Percentage of fees received goes to Department of Economic Development administra tive services as well as the State Office of Administration for services provided to Board.
 - E. Attorney services provided by the Attorney General's Office.
 - F. Office supplies and equipment.
 - G. Salaries for office staff
 - H. PerDiem and expenses for board members.

The Geology board spends approximately \$77,500.00 to \$78,000.00 annually in expenses and receives approximately \$94,000.00 in revenue annually.

The board scheduled conference calls for June 1, 2005 and August 10, 2005 at 10:00am.

NOTE: Please see page 8 "Future Meeting Dates" for date changes.

For more information contact the Board of Geologist Registration, P O Box 1335, Jefferson City, MO 65102 or call 573-526-7625

RECENT BOARD ACTIVITIES IUNE 2005 MEETINGS

At their meeting Wednesday, June 1, 2005 at the Division of Professional Registration, Jefferson City, Missouri, via conference call, the board accomplished the following:

- Approved 10 (ten) individuals for RG licensure.
- Discussed the possibility of geologists being able to use an electronic version of a signature and seal and will research the possibility of creating rule allowing the use of electronic signature and seal.
- Reviewed the upcoming ASBOG, CLEAR, and CAC conferences and members noted which ones they would like to attend.
- Reviewed the ASBOG financial report, 2004 records and the 2004 annual meeting minutes
- Continued the discussion and fact finding regarding continuing education requirements.
- Staff updated the board on the status of the Fee rule and Reciprocity rule.
- Discussed the implementation of a reciprocity exam and decided to table this item.
- Reviewed the strategic planning objectives developed at the February 18, 2005 meeting and noted accomplishments of many of said objectives.

The board confirmed the next conference call for August 10, 2005 at 10:00am. The board will also hold a face to face meeting on November 16, 2005 at a time and location to be determined.

Any item that an individual would like the board to take under consideration needs to be submitted to the board office 3 weeks prior to the meeting date. All information should be submitted in writing to State Board of Geologist Registration, 3605 Missouri Blvd, Jefferson City, MO 65102 or send by fax to 573-526-0661.

For more information contact the Board of Geologist Registration, P O Box 1335, Jefferson City, MO 65102 or call 573-526-7625

Things to Know....

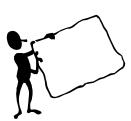
<u>ADDRESS CHANGE</u> - All licensees are required to notify the Board of Geologist Registration within 60 days of an address change. The notification can be submitted in writing to the State Board of Geologist Registration, P.O. Box 1335, Jefferson City, Missouri 65102, by fax to (573) 526-0661 or by telephone to (573) 526-7625.

<u>DUPLICATE LICENSE</u> - Licensees can be issued a duplicate annual renewal license by submitting a completed Application for Duplicate Registration Certificate to State Board of Geologist Registration, P.O. Box 1335, Jefferson City, Missouri 65102 or by fax to (573) 526-0661.

<u>WALL-HANGING LICENSE</u> - Licensees can request a duplicate wall-hanging license by submitting a written request for a duplicate wall-hanging license to the Board of Geologist Registration, P.O. Box 1335, Jefferson City, Missouri 65102. A \$15.00 fee made payable to the State Board of Geologist Registration must accompany the letter.

LICENSURE VERIFICATION TO ANOTHER STATE - Licensees must submit the required verfication/certification form from the state in which licensure is being requested along with the required \$10.00 fee to the State Board of Geologist Registration, P.O. Box 1335, Jefferson City, Missouri 65102.

RENEWALS - Renewals are mailed to all current licensees on or around February 1 of each year. Renewals are mailed to the most current address on file with the Board of Geologist Registration. The renewal license is valid for 1 year, May 1 to April 30. Effective with the renewal application to be mailed February 1st, 2006, the renewal period will change to a two(2) year license.



2005 ASBOG Task Analysis Study (TAS) Continued from Page 3

This formula places more weight on the Importance Scale compared with the Time Spent Scale and is a widely accepted procedure for licensure and certification tank analyses.

The Task Analysis 2005 results will be implemented with the FG and PG Examinations in October 2005. The FG Examination will be structured around academic knowledge, will contain 130 items, and be administered in four hours. The PG Examination will concentrate on the practical application of geological principles. It will consist of 100 items and be administered over four hours.

ASBOG has conducted task analysis research studies in 1995, 2000 and 2005. The results of the three studies indicate that the practice of geology is exceptionally consistent throughout the USA. This determination provides a sound basis for developing examinations that are fair to candidates from all regions of the country.

The above information used was extracted from the ASBOG Task Analysis 2005: A Study of the Practice of Geology in the United States and Canada, Final Report prepared by TEST, Inc. (May 2005).



Association and Society Meeting Dates

Society for Mining, Metallurgy and Exploration

2006 SME Annual Meeting and Exhibit and 7th ICARD St. Louis, MO March 27-29, 2006

American Association of Petroleum Geologists

Annual Conference Calgary, Alberta, Canada June 19 - 22, 2005

Association of Missouri Geologists

Sedalia - Warrensburg October 5 - 8, 2005

Association of Engineering Geologists

Annual Meeting Las Vegas, NV September 17 - 25, 2005

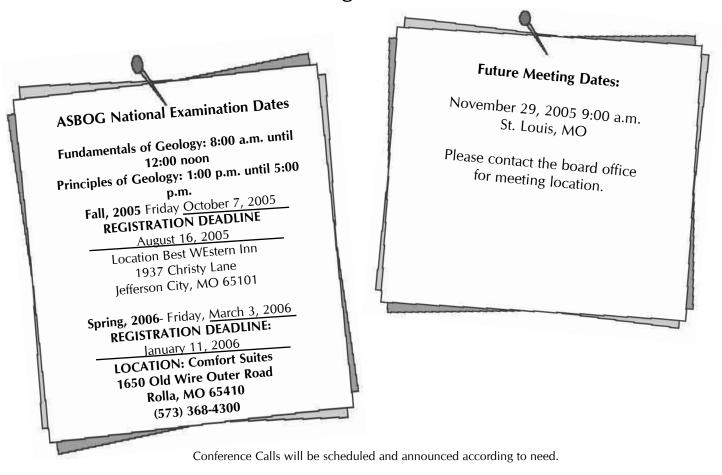
American Institute of Professional Geologists

42nd Annual Meeting Lexington, KY October 9 - 14, 2005

Geological Society of America

Annual Meeting Salt Lake City, UT October 16 - 19, 2005

State Board Meeting/Examination Dates



GRITs Issued

between October 1, 2004 and June 30, 2005

NONE ISSUED

New Geologist Licenses Issued

between October 1, 2004 and June 30, 2005

Adams, Glendon Isaacson, Jon B Schroer, Anthony Alfieri, Michael C Smith, Bert Jones, Donald V Anderson, Lyman Joyce, Charles Teel, Brandon J Bentley, Michael E. Knight, Kevin D Underwood, Mark Brooks, Russell Larson, John Walston, Eric Bruss, Jill K Morris, Ty L Weidner, Seth A Clark, Jeffrey A Orth, Michael A Wells, Greg L Gholson, Amy Hanneken Parker, Matthew Wilkens, Daniel A Griffin, Karen M Wilkins, Michael Pyron, Keith Hazen, Gary L Sales, Joshua Wooten, Larry

Geologist Licenses Lapsed as of April 30, 2005

Cooley, Tony L Jaques, Robert C Steyaert, David J Vineyard, Jerry D Craig, Ted W Jordan, Thomas E DeRynck, Neil P Kopper, Martha T Warner, Robert A Warrick, Elizabeth Dodd, Anne E Lamoreaux, Philip E Emmet, Lisa Meier, James A Whitfield, John W Nehus, Xavier D Williams, Michael A Gaines, Sally N Petersen, George E Hubert, Gayle L Yarbrough, Thomas G Hummel, Ruth A Powell, Robert D Smith, Brian D

LICENSE HISTORY						
License Date	Applications Received	Grandfather	Edu/Exp/Exam	Reciprocity	Total Licensed	
7/1/95 to 6/30/1996		877	3		900	
7/1/96 to 6/30/1997		71	13		84	
7/1/97 to 6/30/1998		7	8		15	
7/1/98 to 6/30/1999		1	23		24	
7/1/99 to 6/30/2000	15	0	11		11	
7/1/00 to 6/30/2001	25	0	8		8	
7/1/01 to 6/30/2002	24	0	16		16	
7/1/02 to 6/30/2003	26	0	27		27	
7/1/03 to 6/30/2004	29	0	31		31	
7/1/04 to 6/30/2005	20	0	18	5	23	

RENEWAL HISTORY					
Renewal Date	Number Renewed	Number Non-Renewals			
5/1/96 to 4/30/1997		0			
5/1/97 to 4/30/1998		52			
5/1/98 to 4/30/1999		49			
5/1/99 to 4/30/2000		63			
5/1/00 to 4/30/2001		49			
5/1/01 to 4/30/2002	814	19			
5/1/02 to 4/30/2003	790	32			
5/1/03 to 4/30/2004	772	27			
5/1/04 to 4/30/2005	766	46			
5/1/05 to 4/30/2006	811	43			

Complaint Statistics									
July 1 - June 30	FY97 96-97	FY98 97-98	FY99 98-99	FY00 99-00	FY01 00-01	FY02 01-02	FY03 02-03	FY04 03-04	FY05 04-05
Complaints	1	1	0	2	1	0	2	3	4

ASBOG EXAMINATION HISTORY						
FISCAL YEAR		FUNDAMENTAL EXAM				
	Fall (Octol	Fall (October exam)		arch exam)		
July 1, 1996 to June 30, 1997	6 Tested	5 - Pass 1 - Fail	17 Tested	6 - Pass 11 - Fail		
July 1, 1997 to June 30, 1998	14 Tested	4 - Pass 10 - Fail	11 Tested	7 - Pass 4 - Fail		
July 1, 1998 to June 30, 1999	15 Tested	8 - Pass 7 - Fail	23 Tested	12 - Pass 11 - Fail		
July 1, 1999 to June 30, 2000	12 Tested	3 - Pass 9 - Fail	14 Tested	7 - Pass 7 - Fail		
July 1, 2000 to June 30, 2001	7 Tested	6 - Pass 1- Fail	13 Tested	9 - Pass 4 - Fail		
July 1, 2001 to June 30, 2002	14 Tested	6 - Pass 8 - Fail	22 Tested	14 - Pass 8 - Fail		
July 1, 2002 to June 30, 2003	16 Tested	10 - Pass 6 - Fail	21 Tested	7 - Pass 14 - Fail		
July 1, 2003 to June 30, 2004	21 Tested	12 - Pass 9 - Fail	20 Tested	7 - Pass 13 - Fail		
July 1, 2004 to June 30, 2005	20 Tested	9 - Pass 11 - Fail	25 Tested	10- Pass 15 Fail		
FISCAL YEAR		PRACTICE EXAM				
	Fall (Octol	Fall (October exam) Spring (March exam)				
July 1, 1996 to June 30, 1997	6 Tested	6 - Pass 0 - Fail	16 Tested	8 - Pass 8 - Fail		
July 1, 1997 to June 30, 1998	8 Tested	3 - Pass 5 - Fail	7 Tested	5 - Pass 2 - Fail		
July 1, 1998 to June 30, 1999	8 Tested	6 - Pass 2 - Fail	17 Tested	13 - Pass 4 - Fail		
July 1, 1999 to June 30, 2000	8 Tested	4 - Pass 4 - Fail	6 Tested			
July 1, 2000 to June 30, 2001	7 Tested	4 - Pass 3 - Fail	13 Tested	8 - Pass 5 - Fail		
July 1, 2001 to June 30, 2002	14 Tested	8 - Pass 6 - Fail	17 Tested	12 - Pass 5 - Fail		
July 1, 2002 to June 30, 2003	16 Tested	11 - Pass 5 - Fail	18 Tested	12 - Pass 6 - Fail		
July 1, 2003 to June 30, 2004	11 Tested	6 - Pass 5 - Fail	15 Tested	11 - Pass 4 - Fail		
July 1, 2004 to June 30, 2005	20 Tested	15 - Pass	13 Tested	6 Pass 7-Fail		

Message from The Division Director



Greetings!

My name is Alison Craighead and I was recently confirmed as Director of the Division of Professional Registration. Prior to my confirmation, I served as the Political Affairs Coordinator for the American Association of Nurse Anesthetists and as the Manager of Government and Political Affairs for the American Dietetic Association in

Washington, DC.

As can be expected with any new administration, there are many changes currently taking place within state government. In an effort to make state government more effective, fiscally responsible and service oriented, Governor Blunt has created the Government Reform Commission and charged them with conducting a full review of state government in order to identify opportunities to restructure, reduce or eliminate state government functions. The Division of Professional Registration began meeting with designated members of the new Government Reform Commission in April.

Also, processes are already underway to consolidate Missouri's information technology systems. Staff members at the Division of Professional Registration are working to ensure that the transition to a centralized IT department is as smooth as possible and that Professional Registration will continue to be able to develop and offer the best services possible to the professionals and public that we serve.

In the short time that I have been a part of Professional Registration, I have enjoyed learning about the various professions housed within the division and look forward to working with many of you during my service as division director.

Sincerely

Alison Craighead

Acison Craigher



Message from The Division Director



The Division of Professional Registration recently hired Tom Reichard as Director of Budget and Legislation. Tom is a lifelong resident of Jefferson City and brings a wealth of business and management experience to the Division having owned and operated an office supply company for over twenty years. He and his wife, Cindy, have four children; Alan-27, Lisa-25, Katie-23, and Mark-16. Besides his children, he enjoys golf, fishing and tinkering with old cars.



In his new role, Tom will serve as the liaison for budget and legislative items between the professional boards, committees and commissions within the Division, the Department of Economic Development and the Missouri General Assembly. He has already begun working with each of the boards, committees and commissions to develop and prepare both legislation and budget items for the upcoming 2006 session.

We are excited to have Tom on board and welcome him to the Division!

Sincerely,

Alison Craighead

Acison Craigher

IMPORTANT NOTICE RENEWALS ARE CHANGING

The Board of Geologist Registration has made the decision to file a rule change to initiate a 2-year renewal. The proposed change, if adopted, will be effective with the renewal period of May 1, 2006 to April 30, 2007. The following is the proposed wording change to rule 4 CSR 145-1.040.

- (F) License Renewal Fee \$100.00 until February 28, 2006. Beginning March 1, 2006 with the 2007 renewal the License Renewal Fee is \$200.00 and in addition to the renewal fee-
 - 1. One (1) day to two (2) years late \$50.00.

Association Contact Information

AMERICAN INSTITUTE OF PROFESSIONAL GEOLOGISTS (AIPG)

1400 W 122nd Ave Westminster, CO 80234 7:30 AM - 4:30 PM MDT; M-F Telephone: [303]-412-6205

Fax: [303]-253-9220 http://www.aipg.org E-mail: aipg@aipg.org

Missouri Section

Ted Craig, President 2012 West Ash St. Apt. K-8 Columbia, MO 65023-8122 Telephone: [573] 346-4440

[573] 317-9114

E-mail: btcraig@mchsi.com

ASSOCIATION OF ENGINEERING GEOLOGISTS (AEG)

300 S Jackson St, Suite 100

P.O. Box 460518 Denver, CO 80209

Telephone: [303] 757-2926

Fax: [303] 757-2969 http://aegweb.org

St Louis Section

Duane T. Krueger, Chairperson

Geotechnology, Inc. 2258 Griasom Drive St. Louis, MO 63146 Telephone: [314] 997-7440 [314] 205-0275

Fax: [314] 997-2067

http://www.umr.edu/~aeg/aegstl.html E-mail: dtk@geotechnology.com

KC/Omaha Section

John Caoile 801 Raven

Raymore, MO 64083 Telephone: [816] 322-4575

[913] 432-9961 Fax: [913] 432-0670

E-mail: jcaoile@sprintmail.com

GEOLOGICAL SOCIETY OF AMERICA

3300 Penrose Place PO Box 9140

Boulder, CO 80301-9140 Telephone: 888-443-4472

303-447-2020 Fax: 303-357-1070 http://www.geosociety.org

E-mail: gsaservice@geosociety.org

ASSOCIATION OF MISSOURI GEOLOGISTS
MISSOURI DEPARTMENT OF NATURAL RESOURCES
GEOLOGICAL SURVEY AND RESOURCE
ASSESSMENT DIVISION

Joseph Gillman, President P.O. Box 250

Rolla, MO 65402

Telephone: [573] 368-2100 Fax: [573] 368-2111

http://www.dnr.state.mo.us/geology/homegsrad.html

www.missourigeologists.org Email: dnrgsrad@dnr.mo.gov

NATIONAL ASSOCIATION OF STATE BOARDS OF GEOLOGY (ASBOG)

PO Box 11591

Columbia, South Carolina 29211-1591

Telephone: [803] 799-1047 Fax: [803] 252-3432 http://www.asbog.org Email: asbog@asbog.org

SOCIETY FOR MINING, METALLURGY AND EXPLORATION

Littleton, Colorado 80127 Telephone: 800-763-3132 303-973-9550 Fax: 303-973-3845 http://www.smenet.org/ E-mail: sme@smenet.org

8307 Shaffer Parkway

AMERICAN ASSOCIATION OF PETROLEUM GEOLOGISTS

1444 South Boulder PO Box 979 Tulsaa, OK 74101-0979 Telephone: 800-364-2274

> 918-584-2555 Fax: 918-560-2694 http://www.aapg.org

E-mail: postmaster@aapg.org



Jefferson City, Missouri 65102-1335

Visit Our Web Page

Go to http://pr.mo.gov/geologists.asp to view the State Board of Geologist Registration's web page. You will find information relating to the following:

*New Item Recent Board Activities
Current Board members
Staff Members
Upcoming meeting and examination dates
Open meeting minutes
Geology laws and rules
Related links

Please send your comments/suggestions regarding the Newsletter to the Executive Director, Board of Geologist Registration, P.O. Box 1335, Jefferson City, MO 65102 or you can e-mail to pam.groose@pr.mo.gov or to geology@pr.mo.gov. Your comments/suggestions are welcomed and encouraged.

Have You Moved Recently?

Board rules require all licensees notify the Boa City, Missouri, within sixty (60) days of the effective express mail deliveries.			
Name:			
Home Address:			
City:	State:	Zip Code:	
Telephone Number:	(Home)		(Work)
Work Address:			
City:	State:	Zip Code:	
E-mail Address:			
Mail to: Missouri Board of Geologist Registration P.O. Box 1335			

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Missouri Department of Economic Development Division of Professional Registration **Missouri Board of Geologist Registration** PO Box 1335 Jefferson City MO 65102-1335

PRSTD STD U.S. POSTAGE PAID Permit 237 Jefferson City, MO